



AGREEMENT BETWEEN
THE TOWNSHIP OF FLORENCE
AND
FLORENCE TOWNSHIP FOP LODGE #210

CAPTAIN AND LIEUTENANT

JANUARY 1, 2018
THROUGH
DECEMBER 31, 2020

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AGREEMENT

On January 1, 2018 this Agreement was ratified by the governing body of the Township of Florence, County of Burlington, State of New Jersey, herein referred to as the Township, and the Police Captains and Police Lieutenants of the Florence Township FOP Lodge #210, of the Township of Florence, County of Burlington, and State of New Jersey herein referred to as the Association, employee, or member. In consideration of the mutual promises contained herein, it is hereby agreed as follows.

DURATION OF CONTRACT - TERM AND RENEWAL

A) This Agreement shall have a term from January 1, 2018 through December 31, 2020. If the parties have not executed a successor agreement by December 31, 2020, then this Agreement shall continue in full force and effect until a successor agreement is executed. Negotiations for a successor agreement shall be in accordance with the rules of the Public Employment Relations Commission.

RECOGNITION

The Township herein recognizes the Florence Township FOP Lodge #210 as the bargaining agent for the purpose of establishing salaries, wages, hours and all terms and conditions of employment eligible for negotiations for Captains and Lieutenants.

NON - DISCRIMINATION

The Township and the Florence Township FOP Lodge #210 do agree that there shall be no discrimination against any of the members of the Florence Township FOP Lodge #210, because of their Race, Creed, Religion, Sex, National Origin, or Political Affiliation, and has the right without fear of penalty or reprisal to form, join, and assist any employee or organization, or to refrain from any such activity. There shall be no such activity during the employee's scheduled working hours, nor shall the employee represent that his or her participation in the above mentioned activities represent the position of the Township of Florence.

GENERAL PURPOSE

A) This Agreement is entered into in order to promote harmonious relations between the Township and the Superior Officers, in the best interest of the residents of the Township of Florence, County of Burlington, State of New Jersey, to establish an orderly and peaceful procedure to settle differences which might arise and to set forth a full agreement between parties, establishment of pay, hours of work, and all terms and conditions of employment eligible for negotiations.

B) The Township agrees to continue with all and any procedures that are not covered or excluded by this contract, that have been established in past years. The Township however, reserves the right to amend or alter policies and procedures in accordance with the law.

PRESERVATION OF RIGHTS

The Township of Florence agrees that all benefits, terms and conditions of employment relating to the status of the Township of Florence Police Superior Officers, which benefits, terms and conditions of employment are not specifically set forth in this Memorandum of Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of collective bargaining negotiations between the parties leading to the execution of the memorandum of Agreement.

SEPARABILITY AND SAVING

If any provision of this Agreement or any application of this Agreement to any employee, member or group of employees or member is held to be invalid by operation of law, by any Court,

administrative body or other tribunal of competent jurisdiction, then the parties agree to reopen negotiations with respect to the impact of such invalid provision consistent with the law relating to negotiations and interest arbitration as set forth in the N.J.S.A. 34:13A-3, et seq.; however all other provisions and applications contained herein shall continue in full force and effect, and shall not be affected thereby.

CEREMONIAL ACTIVITIES

In the event a police officer in another department in the State of New Jersey and surrounding states is killed in the line of duty, the Township will permit at least one uniformed Superior Officer of the Township to participate in the funeral service, for the said deceased officer, on a voluntary basis.

Subject to the availability of same, the Township will permit a Township police vehicle to be utilized by the members in the funeral service.

Police officers participating in such funeral service shall not be entitled to any compensation during the time in which they are participating in said funeral service unless otherwise agreed to by the Chief of Police.

RIGHTS AND PRIVILEGE OF THE LODGE

Representatives of the Florence Township FOP Lodge #210 shall be permitted a reasonable amount of time to transact joint Police and management business on the premises as long as it does not interfere with assigned duties. Members of the Florence Township FOP Lodge #210 shall be granted an excuse from duty for a period of time not to exceed two (2) hours, for a regularly scheduled meeting of the Florence Township FOP Lodge #210 or contract negotiations which falls during his normal tour of duty, except where the Chief of Police determines that an emergency exists, or where working conditions require said officer's service elsewhere. The Florence Township FOP Lodge #210 may have use of a meeting room in the Township building, subject to the Township policy for utilizing and scheduling the use of Township building.

BULLETIN BOARD

The Township agrees to supply the Florence Township FOP Lodge #210 and the Police Department a bulletin board, to be placed in the Police Department Headquarters, for posting of notices of meetings and other official business of the Florence Township FOP Lodge #210 Police Supervisors and the Police Department only.

LUNCH BREAK

For every four (4) hours of scheduled work, including overtime, an employee is entitled to a thirty (30) minute suspension of patrol/duties that may be taken consecutively. Assignments and duties will govern when breaks are to be taken, pending the shift supervisor's discretion, and available manpower during that period.

Nothing herein will eliminate the responsibility of an officer to respond to any and all calls when deemed necessary.

FOP LODGE #210 - AGENCY SHOP

Any superior officer in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new superior officer who does not join within thirty (30) days of initial promotion within the unit, and any superior officer previously promoted within the unit who does not join within ten (10) days of reentry into supervision with the unit shall, as a condition of employment, pay a representation fee to the Union by Automatic Payroll Deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Union membership dues, fees, and assessments as certified to the employer by the Union. The Union may revise its certification of the amount of the representation fee at any time

to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the supervisors in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the employer.

The Union agrees that it will indemnify and save harmless the Township against any and all actions, claims, demands, losses or expenses (including reasonable attorneys' fees) in any matter resulting from action taken by the Township at the request of the Union under this article.

LODGE REPRESENTATION AND MEMBERSHIP

SECTION 1

In accordance with the Florence Township FOP Lodge #210 rules, authorized representatives of the Lodge, whose names shall be filed in writing with the Township Administrator, or his/her designee, shall be permitted to visit any facility or the office of the Chief of Police of Township, or his/her designee, for the purpose of processing or investigating grievances. The right shall be exercised reasonably, and shall be exercised by no, more than two (2) authorized Lodge representatives at any one time. Upon entering the premises, the authorized representative shall notify the commander or, in his/her absence his/her duly authorized representative. The Lodge representatives shall not unreasonably interfere with the normal conduct of the work within the public facility.

SECTION 2

The Township agrees that any sworn officers, regardless of rank, who is a Board member and authorized representative and who are officially recognized delegates, shall be granted an administrative leave with pay in accordance with the provisions of N.J.S.A. 11A: 6-10 for the reasons set forth therein.

SECTION 3

With respect to internal investigations, the Township shall present to the Union copies of all charges for disciplinary action and/or discharge against all employees covered by this Contract and the results thereof. The Union shall be informed of dates, times, and any charges, thereof for disciplinary hearings and also have the right to have a representative at such hearings at the employee's request at no loss in pay. The employee/member has the right to have a Union representative present during any meeting or interview, that he/she believes may result in disciplinary action, this is in accordance with NLRB vs. Weingarten, Inc. also East Brunswick B.O.E PERC No. 80-31, 5 NJPER 10206, (1979); 420 U.S. 251 (1975).

DISCIPLINARY ACTION

A) In the event any disciplinary action is taken against one of the Police Supervisors, that member shall be notified within thirty (30) days of confirmation of the alleged infraction. The notification shall be in writing from the Chief of Police or his delegate and state in full the allegation and proposed methods of adjudication and penalty. Knowledge of the allegation shall commence upon written notification of the infraction, to the Chief of Police or his delegate, and such date to be documented.

B) If the Chief of Police and/or his delegate deem an investigation into the alleged infraction is necessary and disciplinary action is to be taken against any member, the investigation into the alleged infraction(s) shall commence within thirty (30) days of the knowledge of the alleged infraction (s) by the Chief of Police and/or his delegate. Every effort will be made to conclude the investigation within thirty (30) days of its induction. The Florence Township FOP Lodge #210 agrees that some investigations may require additional time and that said additional time shall not constitute a violation of contractual rights. The Township agrees to notify the Florence Township FOP Lodge #210 in instances when additional time is required.

GRIEVANCE PROCEDURE

To provide for the expeditious and mutually satisfactory settlement of grievance arising with respect to complaints occurring under this agreement, the following procedures shall be used.

For purposes of this agreement, the term "grievance" means any complaint, difference or dispute between the employer and any supervisor of the Florence Township FOP Lodge 210 with respect to the interpretation, application, or violation of any of the provisions of this Agreement, or any negotiable rules, regulations, policies, agreements or administrative decisions affecting any employee(s) covered by this Agreement. Disciplinary action shall not be subject to the grievance procedure.

The procedure for settlement of grievance shall be as follows:

STEP #1.

The complainant enters a written Grievance with the members of the Grievance Committee within ten (10) working days of the occurrence.

STEP #2.

The Grievance Committee will meet and review the grievance with the complainant, within five (5) working days, to determine if the grievance is valid.

STEP #3.

If it is determined that the grievance is valid, the Grievance Committee and the complainant will meet with the Chief of Police or officer in charge of the Police Department, to try to resolve the grievance, within five (5) working days of the receipt of the said grievance.

STEP #4.

If STEP #3 is unsuccessful, a written grievance will be submitted to the Chief of Police or officer in charge of the Police Department, within five (5) working days. The Chief of Police or officer in charge shall respond within five (5) working days of the receipt of the said grievance.

STEP #5.

If the Chief of Police or the officer in charge does not respond to the grievance within five (5) working days, or if the Chief's or the officer in charge, decision is unsatisfactory, the grievance shall be presented in writing to the employer's governing body or its delegated representative within ten (10) working days. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The employer's governing body or its delegated representative may give that complainant the opportunity to be heard and will give its decision in writing within twenty (20) working days of receipt of the written grievance.

STEP #6.

(1) If no satisfactory resolution of the grievance is reached at STEP #5, then within five (5) working days the grievance shall be referred to the Public Employment Relations Commission for the selection of an arbitrator, pursuant to the rules of said commission. The decision of the arbitrator shall be final and binding upon parties.

(2) It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) days after the decision rendered by the employer's governing body or its representative on the grievance.

3) The cost of the arbitration shall be borne equally by the parties but each party shall be responsible for such other costs as he may incur.

PERSONNEL FILES

In as much as the members of this agreement recognize that some portions of personnel files are a matter of public record, the Township must take efforts to safeguard personnel information, which is not legally accessible to the public.

Only those types of files described in this agreement shall be maintained by the employer. The Township agrees to take steps necessary to assure that access to these files is restricted as per this agreement. Only those personnel files described below may be maintained:

PERSONNEL FILE. To be maintained by the township personnel file clerk and contain the following:

- a. Employee application
- b. Payroll and attendance records
- c. Training and/or Special school resume
- d. Assignment and promotion records
- e. Awards and accommodations
- f. Accompanying Civil Service forms required by Department of Personnel administrative law or practice.
- g. Sustained disciplinary actions with penalties - disposition only

Access: Accessible to public. (Copies of training files may be maintained by police personnel for the purpose of training, assessment, scheduling and discovery purposes).

CONFIDENTIAL FILE. To be stored in a locked file controlled by the Administrator and the Chief of Police and may contain the following:

- a. Medical questionnaires
- b. Medical reports
- c. Financial reports
- d. Psychological

Access: This information is restricted and available on an absolute need to know basis only. Upon one day advance notice to the Chief of Police and member covered by this agreement may review his/her confidential file. The appointment for an employee to review his/her file will be made with the Chief of Police at a mutually agreeable time and date. Upon written request, the officer is entitled to receive one complete copy of the confidential file at Township expense within 7 days of making such a request.

INTERNAL AFFAIRS. To be stored in a locked file controlled by the Administrator and the Chief of Police and may contain the following:

- a. Citizen complaint forms
- b. Supervisory investigative/complaint forms
- c. Statements from Internal affairs investigations
- d. Internal affairs investigation reports
- e. Inter-agency correspondence
- f. Findings and recommendations
- g. Supporting documentation and information associated with sustained disciplinary actions with penalties.

Access: This file is available only to the Chief of Police or his/her designee. Other persons shall have access to internal affairs files only upon exercising discovery privileges. Further, the Township retains its rights under the State Statutes and nothing in this section shall be construed so as to limit whatever rights the Mayor, Council and Administrator shall have under State Statutes.

INSURANCE

The following benefits apply to all officers who were members of the Florence Township Police Supervisor's Association on or before December 31st, 1997. Any officer who becomes a member of the unit after December 31st, 1997 shall be eligible to receive these benefits in accordance with the collective bargaining agreement eligibility stipulations he/she previously enjoyed with the Florence Township FOP Lodge #210. Therefore, if he/she was entitled to employee only eligibility to insurance benefits, the same will apply to that officer. If he/she was previously entitled to employee and immediate family insurance coverage, that officer will retain the same coverage.

A) The Township reserves the right to initiate a self-funded prescription plan. Should the Township need to change from the current prescription plan, the Florence Township FOP Lodge #210 shall receive a list of items covered by the current and proposed prescription plan carriers. The list shall show the comparison of cost both to the Township and the Florence Township FOP Lodge #210 members, as well as those items covered by both plans. The Township shall give thirty (30) days advanced notice to the Florence Township FOP Lodge #210 of the details of the proposed changes. Any changes in the prescription plan shall be equal to or be better than the level of benefits provided by the current prescription plan.

Effective October 1, 2013, the Township of Florence entered into the Amerihealth Health Benefits Plan. Employee co-pays shall be those set forth within the Amerihealth Health Benefits Plan as prescribed on October 1, 2013.

In addition to the coverage provided under the AHBP, it is further agreed that the following provisions are a part of this contract:

1. Florence Township can withdraw from the AHBP so long as a minimum of sixty (60) days-notice is provided to the employees and the Lodge.
2. Florence Township can withdraw from the AHBP and join another program so long as the benefits are equivalent to or better than the plan which was in place immediately prior to joining the Amerihealth Health Benefits Plan. The plan that was in place immediately before joining Amerihealth was the SHBP.
3. The co-pay levels are set by Amerihealth. Both the Township and Lodge agree to abide by Amerihealth's co-pay requirements for the period Florence Township is a member of the AHBP, unless an employee voluntarily changes to another plan offered per item 6 in this section.
4. The Lodge and the Township agree that if the co-pay levels increase to an amount greater than the co-pay levels required by the SHBP immediately prior to joining the Amerihealth Health Benefits Plan, or if at any time the benefits provided by AHBP are found not to be equivalent to or better than the SHBP which was in place immediately prior to joining the AHBP, than the Township will withdraw from the AHBP and re-enter the SHBP with a minimum thirty (30) days notice from the Township. The Township and the FOP Lodge #210 agree that the co-pay can be increased to \$25.00 per unit member. The change in the potential co-pay does not apply to the Delta Dental Plan.
5. The Superior Officers shall contribute to the cost of health insurance pursuant to the current tier schedule that was initially established by the State of New Jersey. The contribution amount shall be based on the Superior Officer's base salary only and shall not be calculated to include overtime, stipends, or other forms of salary.
6. Under the AHBP, the Township can request that its insurance representative prepare additional alternative plan options for employees to consider. The decision to choose an alternative plan with defined co-pay levels different than the standard offered plans rests solely with the employees. If an alternative plan is more beneficial for an employee, then the employee is free to select that coverage.

There shall be established a dental services plan with benefits equal to or better than the level of benefits provided by the Delta Dental Plan of New Jersey, Inc. - Program III:

- A) The Township shall provide a total of Fifteen Thousand dollars (\$15,000.00) with an increase of Eight Hundred Fifty dollars (\$850.00) per new supervisor covered by this Agreement, towards premium payments for the duration of the Agreement.
- B) The Township agrees to continue the present life insurance coverage under the POLICE and FIREMAN'S RETIREMENT SYSTEM.
- C) The Township agrees to provide that retirees shall have the option of maintaining the insurance available to active employees at the Township's group insurance rates, however at the retirees sole cost and expense.
- D) The Township agrees to provide paid up medical benefits upon the death of an employee in the line of duty, to cover the employee's spouse and unmarried dependents under the age of 18 or under the age of 23 if a full time matriculated student at an accredited college or university. Coverage will terminate at the earlier of either of the following events; the spouse's remarriage or the spouse's coverage by another plan, but in any event coverage will terminate twelve (12) years after the death of said employee which the spouse can purchase at the group rate at his or her own expense.
- E) The Township agrees to provide the same primary medical insurance and prescription plan listed in part A of this section, if an employee becomes physically disabled in the line of duty and receives an "accidental disability" retirement from the POLICE and FIRE RETIREMENT SYSTEM. These benefits do not apply to any claims pertaining to mental incapacity. The medical benefits will cover the employee, the employee's spouse and unmarried dependents under the age of 18 or under the age of 23 if a full time matriculated student at an accredited college or university. Should the employee or the employee's spouse obtain coverage equal to or better than that which is afforded by Florence Township under this section, the employee agrees to terminate the coverage supplied by the Township. If the Employee accepts any type of employment after leaving Florence Township, and earns more than fifty percent (50%) of his annual PFRS premium, then medical coverage will cease thirty (30) days after the starting date of the new employment.
- F) Permanent employees eligible for medical health insurance coverage under this contact, that elect not to take coverage because the employee is covered under his/her spouse's insurance plan shall receive a payment in December of each year in which he/she has elected not to receive medical and prescription health care benefits. The employee must be employed no less than six (6) months to be eligible for this benefit. The amount of the payment shall be as follows:

2018 - \$2,700.00
2019 - \$2,700.00
2020- \$2,700.00

NORMAL AND OVERTIME WORKED

- A) A normal workday shall be eight (8) continuous hours per day. The eight (8) hours are to fall between the hours of 0700 and 1700 hrs as dictated by the Chief of Police.
- B) The Superior Officers shall work Monday thru Friday.
- C) The following are recognized holidays by the Township of Florence. Superior Officers will be scheduled off on these holidays:

New Years Day, Martin L. King Birthday, Presidents Day, Good Friday, Easter Sunday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, and Christmas Day. Holiday is the day it is celebrated.

- D) In the event that any of the recognized holidays fall on either a Saturday or a Sunday

then the Superior Officer will be scheduled off on the first work day following the holiday.

E) If an employee should be off during the pay period because of a Personal day or Vacation day this will be considered a day worked; and he shall not lose any compensation if a Holiday falls during that pay period.

F) An employee cannot be charged for two days off for the same day.

G) All Vacation, Sick, and Personal day leave shall be considered a working shift, regardless of the employee's shift assignment. This section (I) shall not affect item (H) above.

OUTSIDE EMPLOYMENT

Superior Officers shall have the option to work any outside employment details that cannot be filled by the Patrol Officer or Sergeant. The overtime rate for Superior Officers is one and one half times their hourly rate unless otherwise set by the detail being worked.

CLOTHING ALLOWANCE

A) The Township agrees to increase the amount of the uniform maintenance and purchase allowance to the following amounts during the term of this contract: 2018- \$2,300, 2019 - \$2,300 and 2020 - \$2,300. The amount is to be paid to the employee by May 1st of each year. The Township agrees to increase the amount of the uniform and purchase allowance by the same percentage for each year of the contract as the percentage increase in the base rate of pay for that year of the contract. If an employee is off on sick leave for a total of two (2) or more months in a calendar year, then he/she will receive a pro-rated amount of the yearly clothing allowance.

B) The Chief of Police or his designee is to set the requirements for each uniformed officer as to the number of clothing items and the condition of each.

C) In the event a member's uniforms or clothing are lost, damaged, or destroyed in the line of duty, the Township shall, in addition to the annual allowance, reimburse the said member for such loss. If the Chief of Police or his designee should order a change or addition to the present uniform, the initial change or addition will be paid for by the Township. This is to include the purchase of all material for uniforms upon promotion to a higher rank. (Gold buttons, Chevrons, Badge, etc.) All the standards are to be set by the Chief of Police and/or the Township.

D) The Township agrees to pay for the replacements of the officer's bulletproof vest once every five (5) years, or the manufacturers certified life of the vest, whichever is the greater, with a vest of equal or greater quality and/or ballistic standards.

PAYMENT UPON RETIREMENT & ACCUMULATED SICK LEAVE PAYMENT

A. Upon the date of retirement, an employee is entitled to compensation on a pro-rated basis for vacation, personal and sick days pertaining to the actual retirement year. The total payment for all accumulated time (prior and current year) is still capped per the language in this contract.

B. The Township agrees to pay each employee upon retirement, fifty percent (50%) of the total sum of his accumulated sick leave, not to exceed \$23,529 for 2018, \$23,823 for 2019 and \$24,151 for 2020. The accumulated sick leave payment shall be made in two (2) equal installments. The first payment (50%) shall be paid within thirty (30) days after the effective date of retirement, providing that the employee has notified Florence Township of the retirement date by January 31st. The second payment (50%) shall be paid in the year following the actual retirement. The second payment will be made to the employee by January 31st of the following year. The maximum amount of accumulated sick leave shall be increased in each year of the contract by a percentage equal to one-half (1/2) of the percentage increase in the base rate for that contract year.

REPLACEMENT OF LOST PERSONAL PROPERTY

The Township agrees to compensate an employee for damages to, or the loss of personal

property, in the performance of his duty, provided said notice of such damage or loss shall be given to the immediate shift supervisor during or immediately following the shift in which the damage or loss occurred. The liability of the Township shall be only for the actual cost to replace the damaged or lost items, provided the items can be demonstrated to be necessary to the performance of duties, as determined by the Chief of Police in consultation with the Township Administrator, subject to the grievance procedure.

REIMBURSEMENT OF EXPENSES

A) The Township agrees to reimburse an employee for the use of his personal vehicle, at the Internal Revenue Service (IRS) published amount per mile, if used in the performance of his duties, educational seminars, and/or training, with proper authorization.

B) The Township agrees to reimburse an employee while on reassignment or temporary additional duty, for expenses concerning meals and lodging. Reimbursement for meals not to exceed fifteen dollars (\$15.00) per meal and lodging will be reimbursed at the actual cost per day. Receipts must be provided.

C) The Township shall pay the annual premiums for any law enforcement association membership for each of the Superior Officers. The associations shall be confirmed in the police department budget that is approved as part of the municipal budget each year. Said benefit shall not include dues or membership for F.O.P.

D) The Township shall pay the annual premium for a Legal Defense Plan for each of the Superior Officers. The Township's yearly premium payment shall not exceed \$200 per year. Said benefit for legal defense shall be secondary to the Township obligation to provide legal defense as provided for by New Jersey Statutes.

EDUCATION INCENTIVE

A) Superior Officers who possess or obtain higher education degrees in law enforcement shall receive yearly increments as follows beginning on January 1, 2016:

1. Bachelor's Degree - \$450.00
2. Master's Degree - \$500.00

B) Compensation under this section shall be dispersed on the first pay period in July of each calendar year.

PHYSICAL FITNESS INCENTIVE

Participation in the Physical Fitness Incentive program is strictly voluntary.

A) If an officer elects to take the physical fitness test they must provide a note from their primary care physician indicating that they are cleared to participate in the program. The Township will not be required to satisfy the officer's co-pay for the examination.

B) The test will be offered once (1x) per year, either in the spring or fall, and will be re-evaluated during the contract period or at the end of the contract to determine if it is practical for the township to switch to twice (2x) a year. The test will be scheduled in a manner similar to the range, in an effort to allow officers the opportunity to take the test on their scheduled day off. If an officer elects to take the test and passes they will receive a stipend of \$300 per test (a maximum of \$600 per calendar year if the test is administered two time per year). The Township shall pay the fitness stipend on the first pay period of the month following the examination.

C) All testing will be scheduled with the Operations Division Commander and will be administered by him or his designee. An officer will not be permitted to take the test during his scheduled shift and will not incur overtime for taking the test.

D) If an officer sustains an injury during the examination it will be required that they report it to the Operations Division Commander or his designee. The officer will not be covered by the Township's workers compensation program.

E) The physical fitness test will consist of pushups, sit-ups and a 1.5 mile endurance run. The means for evaluating the fitness level for all officers will be the Cooper Institute Physical Fitness Standards for Public Safety Work.

INJURY LEAVE

A) Injury leave shall be granted with full pay to employees disabled through an injury or illness as a result of/or rising from, and in the course of their respective employment, to include but not limited to skin poisoning or infections or contagious disease.

B) Any amount of salary or wages paid or payable to an employee because of leave granted pursuant to Section A, shall be reduced by the amount of Workmen's Compensation awarded under Chapter 15 of Title 34 of the revised statutes made for disability, because of the same injury or illness requiring such leave. It is the intention of the Township to supplement any temporary disability payments made under Workmen's Compensation to the employee so that said employee shall receive their full salary or wages.

BEREAVEMENT LEAVE

A) An employee will be granted the following time off with pay, in the case of the death of: FATHER, MOTHER, GRANDFATHER, GRANDMOTHER, SPOUSE, SON, DAUGHTER, BROTHER, SISTER, FATHER-IN-LAW, MOTHER-IN-LAW, GRANDCHILD for a maximum of three (3) days. One of the three (3) days must be the day of the funeral. However, if travel out of state with a one way distance of more than one hundred (100) miles is required, the employee will be granted an additional two (2) days paid leave. One of the two (2) days shall be deducted from the employee's available sick leave.

B) An employee will be granted the following time off with pay, in the case of the death of: NEPHEW, NIECE, AUNT, UNCLE, BROTHER-IN-LAW, SISTER-IN-LAW, SON-IN-LAW, DAUGHTER-IN-LAW, GRANDFATHER-IN-LAW, GRANDMOTHER-IN-LAW, COUSIN OF THE FIRST DEGREE, for one (1) day, being the day of the funeral or viewing.

"Day of the Funeral" as used in this Section shall mean that the bargaining unit member may choose to use one Bereavement Day for any shift on which the scheduled hours occur on the day of the funeral. For the purpose of clarification the following example is offered:

EXAMPLE: If the day of the funeral is Tuesday and the officer is scheduled to work on that Monday and Tuesday shift, the officer shall have the option to use the Bereavement Day on either that Monday or Tuesday.

FUNERAL EXPENSES

In the event that an active member of the Florence Township Police Department who is covered by this contract should die in the line of duty, the Township shall pay up to Eight Thousand (\$8,000.00) Dollars of all necessary funeral expenses.

SICK LEAVE

A) As of January 1st of the year following their employment, the employee shall be entitled to one hundred twenty (120) hours sick leave with pay, for each year thereafter. The employee can use all accumulated sick leave and up to five (5) unearned sick days at any time during the year, which shall not exceed the annual maximum. If an employee required none of the said sick leave permitted during the calendar year, the sick leave not taken shall accumulate from year to year, to be used when needed. Sick leave herein is defined to mean - absence from duty of employee, because of personal illness by reason of which said employee is unable to perform the usual duties of his position, exposure to contagious disease, short period of emergency attendance upon a member of his immediate family who is seriously ill and requiring medical treatment of an emergency nature.

B) If an employee is absent for five (5) consecutive working days, for any reason set forth

in the above section A, the Chief of Police or Township may require acceptable medical evidence, such as, a doctor's certificate. The nature of the illness shall be stated on the doctor's certificate, unless it is confidential between the doctor and patient. In this event, the doctor must give a certificate to return to work. The Township reserves the right at all times to verify any alleged illness.

C) Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved on the certificate of the local Department of Health.

D) If a Superior Officer does not use any sick days within one (1) calendar year, then Florence Township shall provide that employee with a Five-Hundred twenty five dollar (\$525.00) cash amount.

ADDITIONAL SICK LEAVE

If an employee is off for an extended period of illness or injury (NOT JOB RELATED), and uses all of his sick leave and vacation, he will then receive compensation according to the following:

After FIVE (5) years of service on the Florence Township Police Department, he will receive one weeks pay for each year of service. This provision can be used only once in the twelve (12) month period following the last date the provision is used. If the full amount of the additional sick leave is not used during the employee's absence from work, then he may use the remaining sick leave allotted during the twelve (12) month period which begins on the first day of the extended sick leave. If an employee uses their balance of extended sick leave on a second occasion during the twelve (12) month period, then the provision requiring the employee to wait 12 months before implementing extended sick leave again actually starts on the date he last used said leave under the first extended sick leave absence.

The provision of extended sick leave is subject to a physical examination at the discretion of the Township.

EXAMPLE: An employee with seven (7) years service will receive seven (7) weeks pay after his sick leave and vacation are exhausted.

VACATIONS

A) The Township agrees that the Superior Officers shall receive the following number of vacation days per year with pay.

Date of Hire through end of 1 st year	12 days (96 hours)
End of 2 nd Year through 7 th Year	12 days (96 hours)
Beginning of 8 th Year through 14 th Year	15 days (120 hours)
Beginning of 15 th Year through 20 th Year	20 days (160 hours)
Beginning of 21 st Year through retirement	25 days (200 hours)

B) When in any calendar year the vacation time of an employee has not been exhausted, the employee may carry a maximum of one full year of entitled vacation time from the prior year.

C) Upon promotion to the rank of a Superior Officer, vacation time will remain the same from the previous rank if different.

PERSONAL DAYS

Each employee is granted twenty-four (24) hours per year, with pay, provided the employee is absent from work on the day. Request for a personal day must be made in writing to the immediate supervisor. Forty-Eight (48) hours notice is required, except in the case of an emergency situation. In any case, approval is needed from the immediate supervisor or the department head. Personal days cannot be accumulated.

EMT DESIGNATION

Unit Members who have achieved the designation of Emergency Medical Technician (E.M.T.) and who serve the residents and guest of the Township of Florence in such an official capacity shall be afforded an annual reimbursement payable on or before the last pay cycle of each calendar year in the following amounts:

2018 - \$850.00
2019 - \$850.00
2020 - \$850.00

SALARY

The salaries contained herein will begin to return the balance that was designed with the command positions. The return to balance acknowledges the demands and qualifications a person must possess to be a command officer.

Consistent with the terms of this agreement, the Township of Florence agrees to provide the unit members with the salaries stated below for the contract term of January 1, 2018 through December 31, 2020.

The rates below shall be shown in the appropriate salary ordinance that will be adopted by the Township Council:

Lieutenant Salary

2018	2019	2020		
\$120,950	\$123,974	\$127,383		

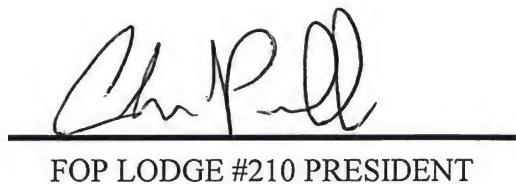
Captain Salary

2018	2019	2020		
\$129,150	\$132,378	\$136,019		

This Agreement, made and entered into, on this 10th day of October 2018, between the Township of Florence, County of Burlington, State of New Jersey, and the Police Supervisor's Association, of the Township of Florence, County of Burlington, State of New Jersey, is hereby signed and shall be enacted upon the effective date(s) contained within.



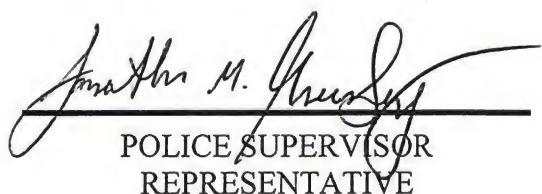
MAYOR



FOP LODGE #210 PRESIDENT



TOWNSHIP ADMINISTRATOR



JONATHAN M. GROSSMAN
POLICE SUPERVISOR
REPRESENTATIVE



COUNCIL PRESIDENT



ALICE JAY
POLICE SUPERVISOR
REPRESENTATIVE